

# MYERS-BRIGGS TYPE INDICATOR

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*instructor*

# Introduction

- Personality Type Preference
- Important for understanding self and others
- Team Building in a Marketplace



# Agenda

- Discussion of MBTI
- Your results
- Practical exercises

# Overview

Discussion of four dimensions of personality

Extrovert

Introvert

Sensor

Intuitive

Thinking Judgement

Feeling Judgement

Judging

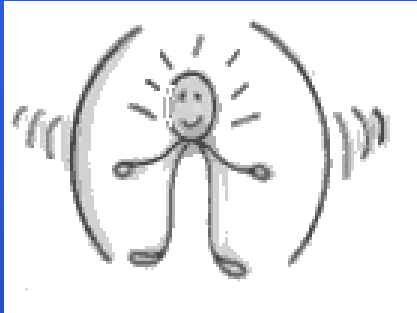
Perceiving

YOUR 4 letter preference style

# Background Remarks

- Respected research instrument/application
- Not personality “test”
- Personality more complex
- No right or wrong way
- No pigeon holing -only you validate
- Measures preferences not abilities
- Strengths and Weaknesses
- Cautions

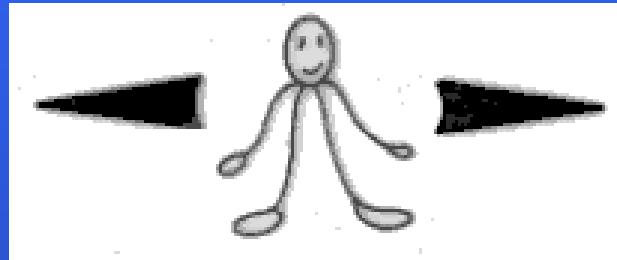
# E



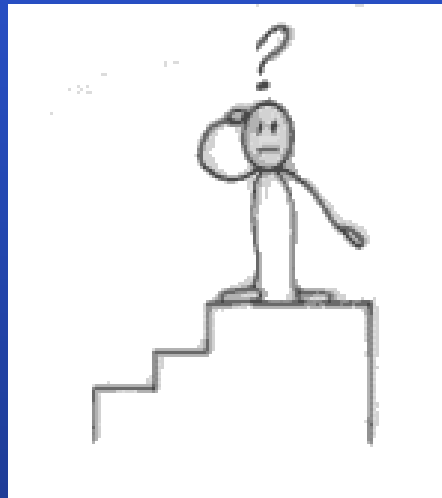
**feels pulled outward  
by external conditions**



**Expresses  
emotion**



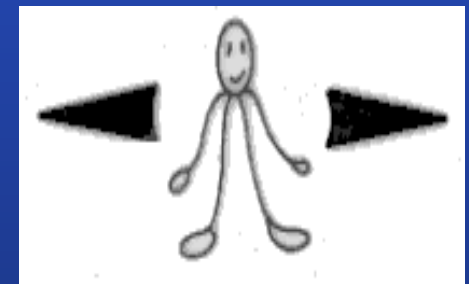
**Gives breath to life**



**Acts, then  
maybe  
reflects**



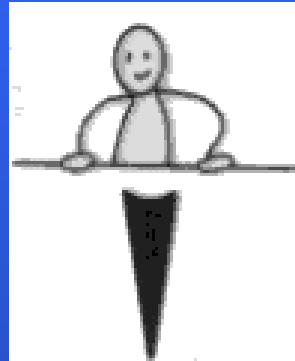
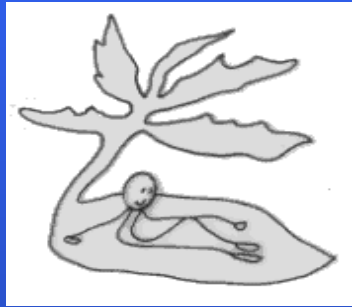
**Needs relationship**



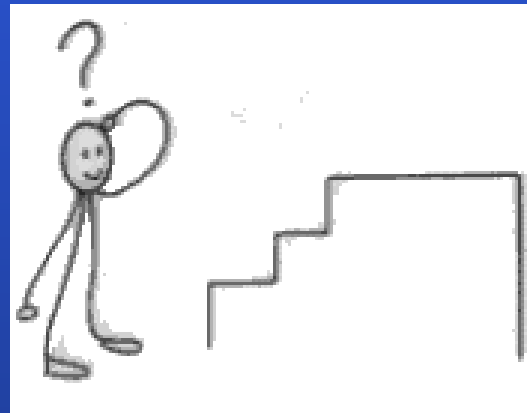
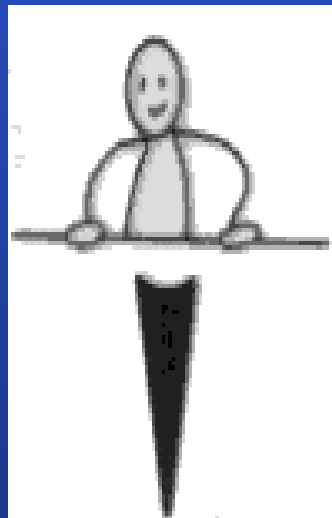
**Energized by other  
people,  
external experiences**



**Gives depth to life**



**Feels pushed inward  
by external claims  
and intrusions**



**Reflects,  
then  
(maybe)  
acts**

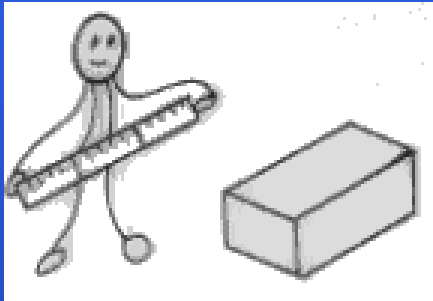
**“Needs”  
privacy**



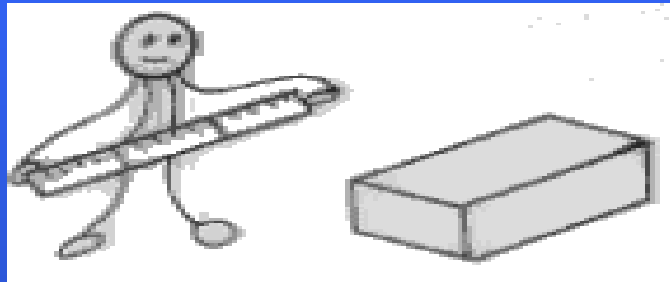
**Energized by inner  
resources,  
internal experiences**

**Bottles  
up**

# S



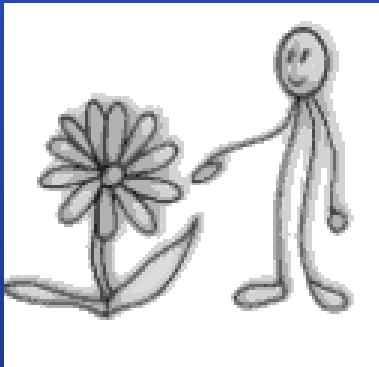
**Likes things that  
are definite and  
measurable**



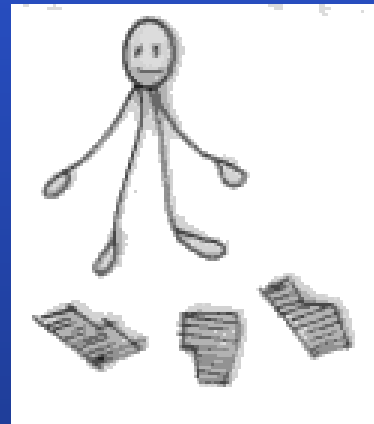
**Starts at the beginning,  
one step at a time**



**Read instructions,  
notices details**



**Lives in the  
present,  
enjoys what is**



**Looks at specific  
parts and pieces**

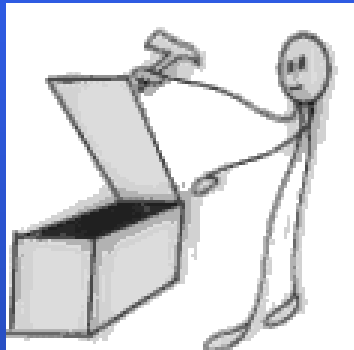
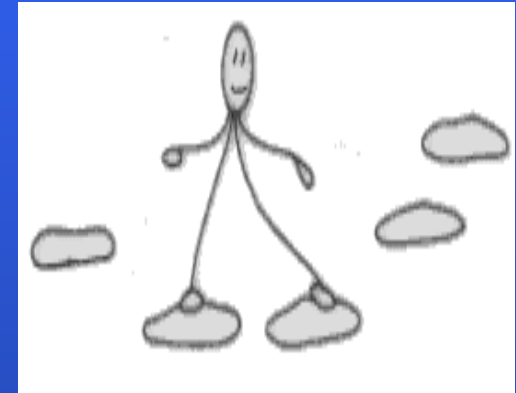
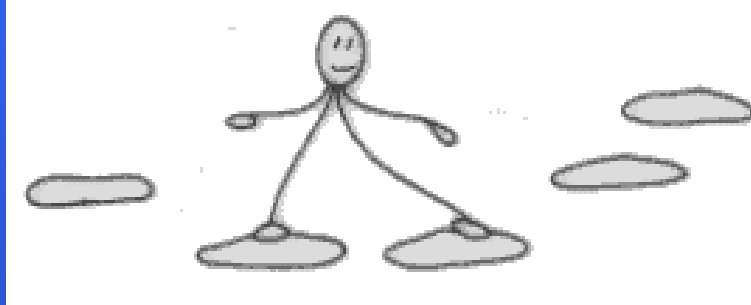


**Likes handling practical  
matters and procedure**

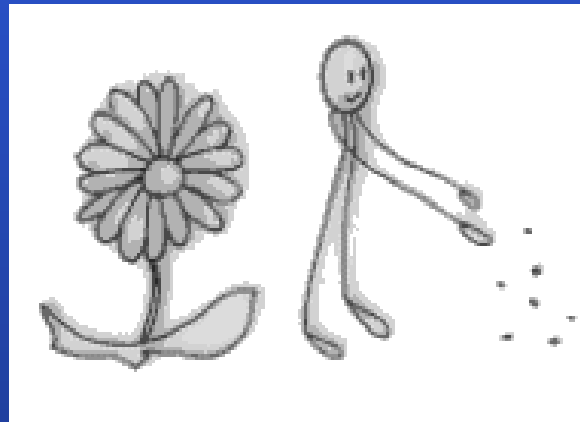


# N

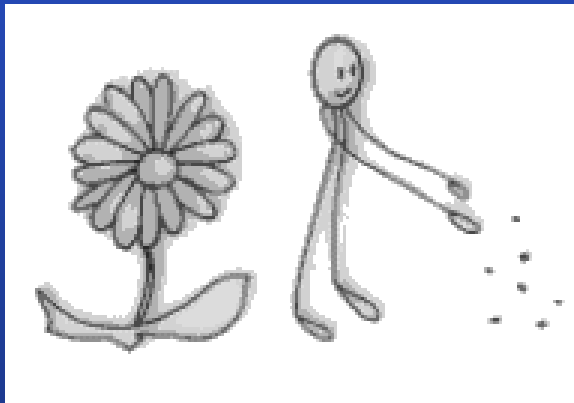
**Jumps in anywhere, leaps steps**



**Likes to be  
inventive**



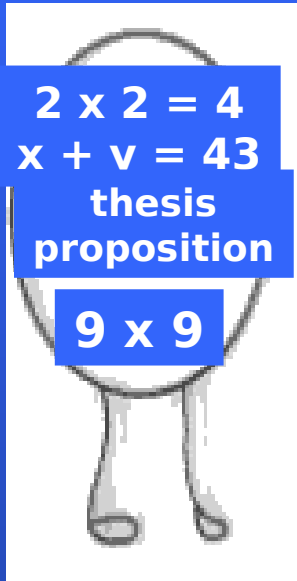
**Prefers imagining  
possibilities**



**Looks  
toward  
the future**

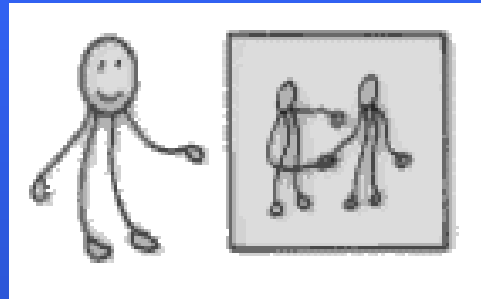


**Looks at patterns  
and relationships**

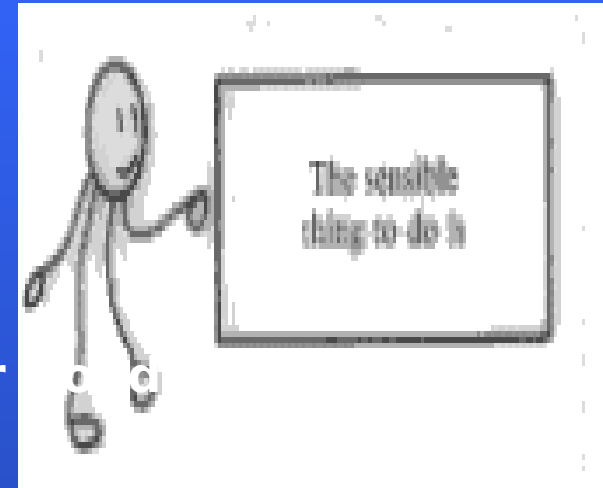


**Decides with the head**

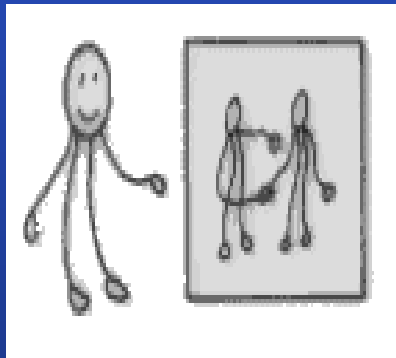
**T**



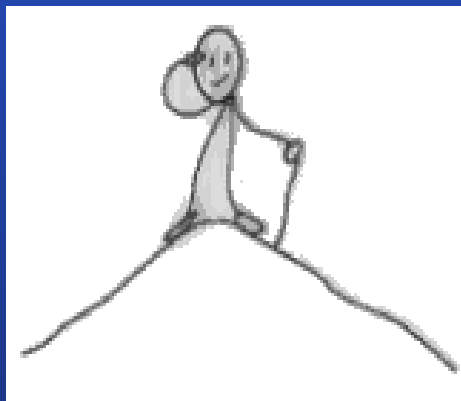
**Sees things as an onlooker  
from outside a situation**



**Goes  
by  
logic**



**Concerned with  
truth and justice**

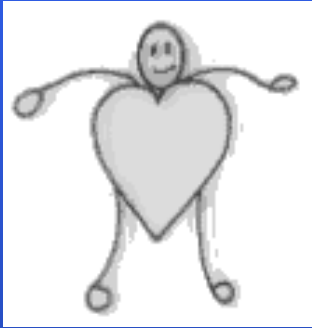


**Spontaneously finds  
flaws and criticizes**

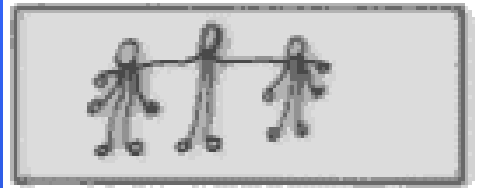


**Takes a long view**

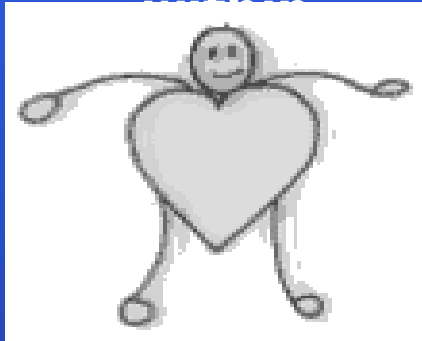
# F



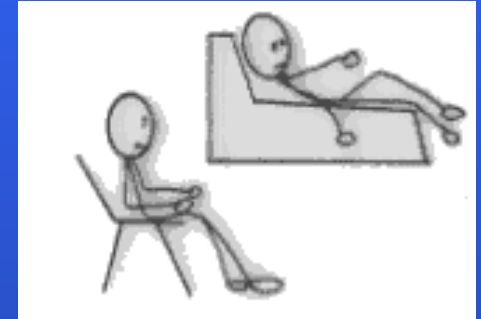
**Decides with  
the heart**



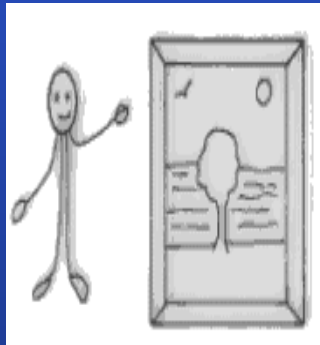
**Sees things as a  
participant from  
within**



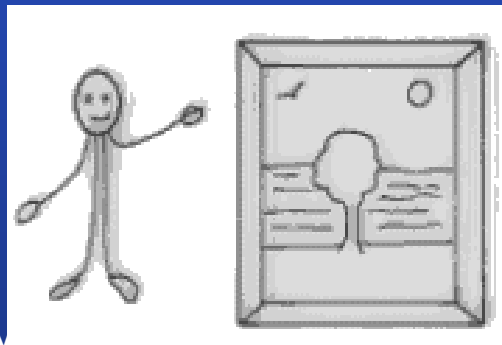
**Goes by personal  
convictions**



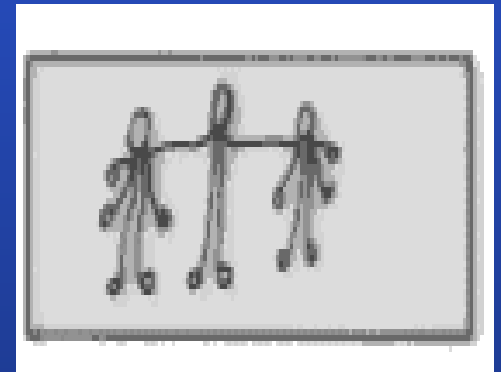
**Good at understanding  
people**



**Concerned with  
relationship and harmony**

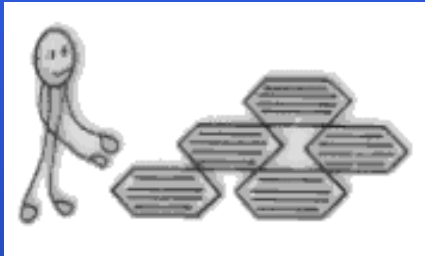


**Spontaneously  
appreciates**



**Takes an immediate  
and personal view**

# J

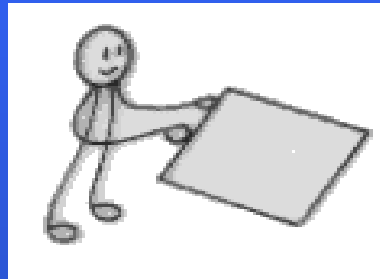


**Feels comfortable  
establishing closure**

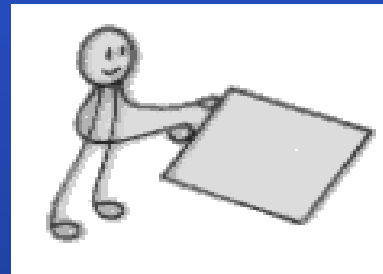


**Likes definite order  
and structure**

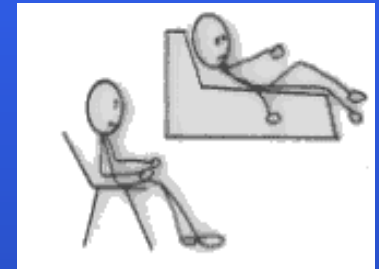
**Prefers an organized lifestyle**



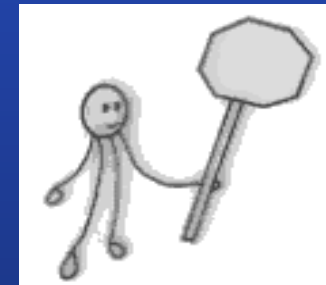
**Handles deadlines,  
plans in advance**



**Likes to have life  
under control**

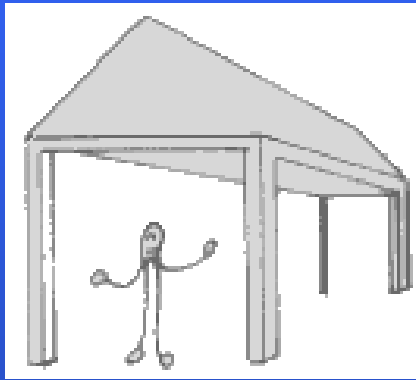


**Likes to clear  
limits and  
categories**

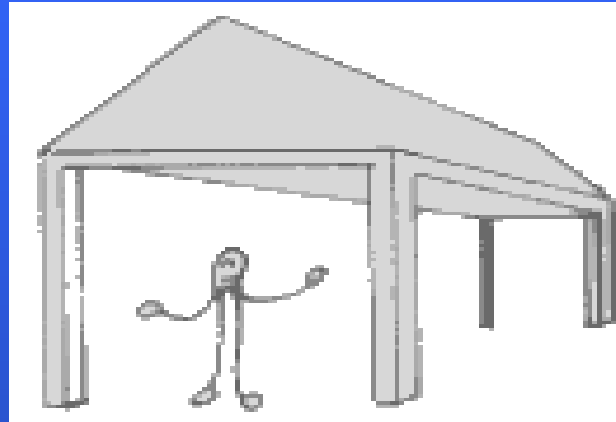


**Enjoys being decisive**

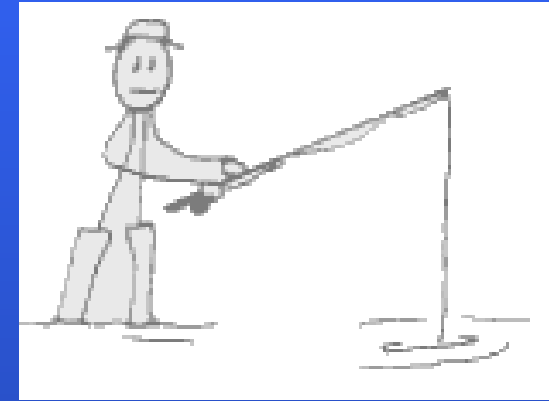
# P



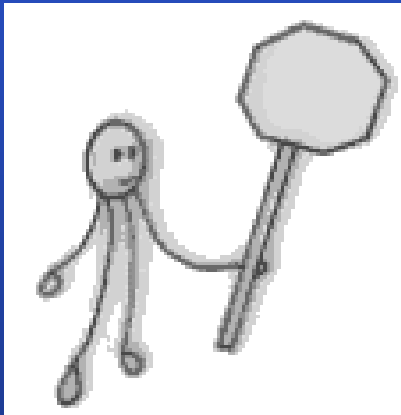
**Feels comfortable  
maintaining openness**



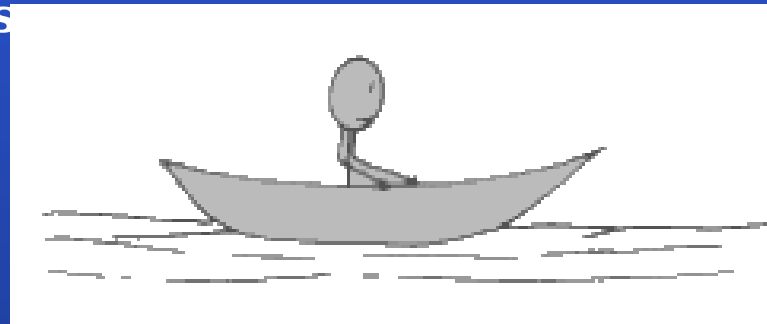
**Meets deadlines by  
last minute rush**



**Likes freedom to explore  
without limits**



**Prefers  
to experience  
life as it happens  
Prefers a flexible lifestyle**



**Likes going with the flow**



**Likes to be  
open for more  
information**

# Understanding the scores

- A score is not a measure of how “good” or “bad” a person does something.
- The score only measures a **preference** strength and not an **ability**.

# Scores

1. Figure out the numerical difference between two letters on each dimension. *For example*

Score for Extrovert ---- 17

Score for Introvert ---- 9

Difference is 8

2. Difference of:

1-4      slight preference

5-11     moderate preference

12-20    clear preference

21-30    very clear preference

# Win- Win strategies

- Individual differences affect communications
- People “hear” depending on preferences
- Useful communications must be listened to, understood and considered without hostility
- Try to match presentations to type